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**HYDRO POWER AND ENERGY
PLANNING PROJECT (HPEP)**

CONCEPTS FOR GENDER ACTION PLAN FOR 2013-2014

DEVELOPING ENERGY LEADERS

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DELOITTE CONSULTING LLP

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CONTENTS

1.0	LIST OF ACRONYMS.....	1
1.0	Introduction	2
2.0	GOALS AND IMPLEMENTATION TECHNIQUES.....	5
2.1	Goals	5
2.2	Potential implementation Techniques	6
2.3	Presentation on Gender Issues	7
3.0	APPENDIX A- PRESENTATION	9

1.0 LIST OF ACRONYMS

Ion	Electricity System Commercial Operator
HIPP	Hydropower Investment Promotion Project
HPEP	Hydro Power and Energy Planning
GAP	Gender Action Plan
GNERC	Georgia National energy and Water Supply Regulatory Commission
GSE	Georgia State Electrosystem
MO	Market Operator
MoE	Ministry of Energy
GTU	Georgian Technical University
NAP	State National Action Plan
USAID	United States Agency for International Development
Q&A	Question & Answer

1.0 Introduction

Georgia's population acknowledges gender inequality as a fact. About half (50.7 percent) of the respondents of a Study Survey pointed at its existence.(Sumbadze, 2008).

Removing barriers to women's full participation in energy sector entities can create opportunities for increased women's empowerment. There are a number of high-powered women working in energy sector: GNERC's Chairperson, Deputy Minister of Energy, and the Senior Adviser to the General Director of the Market Operator, (formerly called Electricity System Commercial Operator) and International Projects Manager at the Georgian State Electrosystem (GSE). But despite these examples, women are underrepresented in the professional energy workforce. Occupational segregation by sex, so called horizontal segregation, is apparent in almost all the societies in the world and in a large extent explains the wage gap. There are traditionally female and male occupations. The wages are higher in traditionally male occupations. Men dominate spheres where the average minimal income is the highest. It is normal in emerging markets that women represent a minority in the energy sector.

Even more severe than the above discussed horizontal segregation is vertical segregation resulting in a scarcity of women in high hierarchies of organizations. There are few women among decision-makers worldwide, and Georgia is not an exception. According to Sakstat, as of the first three quarters of 2013, Georgian participation rate of women in the electricity, gas and water supply sectors is 18% (total number of employees - 21 474, among them 3865 women), , in the electricity distribution and sales - 9% (total number of employees - 3013, among them 258 women), in the electricity transmission sector - 17% (total number of employees - 7719, among them 1151 women), participation rate of women in the electricity generation sector is 15% total number of employees - 7719, among them 1151 women) i.e. Many of the positions held by women are in low paying administrative positions. Since 2003 there were only a few female managers in the energy sector. The State energy field tends to be a male dominated field and is viewed by some as 'men's work'.

Our assessment of three energy sector governmental organizations (Ministry of Energy, (MoE), Market Operator (MO) and Georgian National Energy and Water Supply Regulatory Commission (GNERC) found a high level of expressed commitment to increasing women's participation in their organizations and promoting gender equality. Based on the data obtained from the Personnel Departments of these Agencies, participation rate of women in MoE is 50% (46 men and 46 women), GNERC 43% (45 women and 59 men), MO 50% (32 men and 32 women). In the Georgian State Electrosystem (GSE) participation rate of women is much lower; women represent approximately 20% of the total employees in this organization (1168 men and 228 women) Although information on the percentage breakdown of the staff by gender exists, specific data on positions (managers, consultants, middle management, support staff) filled by women in the above energy sector governmental organizations are unavailable.

In 2013 State National Action Plan (NAP) was drafted and should be adopted by the Parliament of Georgia in 2014. According to the Chapter 3 of the State NAP one of the goals in 2014-2016 is diversification of energy resources including increase of

availability of energy resources, (3.10.1), assistance in development of renewable and green energy resources (3.10.2), introduction of energy efficiency measures (3.10.3), creation of working places in the energy sector, and increasing women's participation in the sector (3.10.4)

The Hydro Power and Energy Planning Project (where participation rate of women is rather high - 64%, 14 women and 8 men), is proposing this plan to the USAID. HPEP has enthusiast and active women staff members that want to make a difference for themselves and for other women in the energy sector.

The Gender Action Plan (GAP) is a tool intended for the Hydro Power and Energy Planning Project team to understand the gender issues related to the Project and support, manage, and monitor the integration and implementation of gender considerations throughout Project design and execution

The Gender Action Plan seeks to go beyond simply ensuring that both women and men are equitably represented in Project-sponsored trainings, seminars and workshops. It is scheduled to support female participants in making presentations, reports and statements, and to encourage their active involvement in the Q&A sessions in the Project-sponsored conferences, trainings, seminars and workshops.

Women leaders, active counterparts to HIPP and HPEP Projects



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Liza Tavdumadze, Head of Investment Projects Department, MoE



Irina Milorava, Chairperson, GNERC

2.0 GOALS AND IMPLEMENTATION TECHNIQUES

2.1 Goals

The main goals for addressing gender-related barriers in the course of the HPEP are as follows:

1. Highlight successful women leaders in public events in order to encourage more women to work in energy sector;
2. Support young female students to enhance their capabilities through educational and training opportunities - effective young leaders actually hone their skills through workshops and training programs; and,
3. Encourage women to voice-up their concerns.

Gender Goal	Gender Issues	Entry Points and Actions
Task 1 Gender Goals: Participation: Highlight successful women leaders in the energy sector in order to encourage women's increased participation in the project conferences and trainings.	<ul style="list-style-type: none">• The participation of women in energy related conferences and trainings is low as energy sector is often perceived as unsuitable for women.• Women are discouraged from entering a potential high growth sector of the energy. However, project activities that highlight successful women in the energy sector may influence perceptions by both men and women	<ol style="list-style-type: none">1. To the extent possible, ensure that the participants, presenters and organizers of the conference and workshops include women. Consider gender differences and identify gaps in women's participation.2. Actively promote the inclusion of women power engineers and planners in the conference.
Task 2 Gender Goal: Support young female students to enhance their capabilities through educational and training opportunities, arrange Energy Conference at the Georgian Technical University (GTU)	<ul style="list-style-type: none">• The energy sector is dominated by men at all levels. This is due to a complex number of factors including gender differences in choice of degree programs perceptions that energy careers require a great deal of field and manual labor.	<ol style="list-style-type: none">1. To the extent possible, ensure that the participants, presenters and organizers of the Conference at the Georgian Technical University (GTU) include female students and successful women in the energy sector.2. Support young female students of GTU Power Engineering Faculty to enhance their capabilities and prepare presentations for the Conference.3. Where possible and feasible, set targets for women's participation in capacity building activities.

Gender Goal	Gender Issues	Entry Points and Actions
Task 3 Gender Goal: Encourage women to voice-up their concerns	<ul style="list-style-type: none"> There are a number of barriers for fuller involvement of women in the energy sector. These barriers are linked to the state policy, society and women themselves. There is no network for women working in the energy sector which could support, networking activities or capacity building. 	<ol style="list-style-type: none"> Identify barriers to women's participation in the energy sector. Provide capacity building for women in the counterpart organizations (MoE, MO, GNERC, GSE) Foster dialogue on encouraging women's participation and leadership in discussions with senior leadership in counterpart organizations. Arrange meetings for the counterpart staff to encourage women voice-up their concerns

2.2 Potential implementation Techniques

To achieve the above mentioned goals, the following activities are scheduled throughout the project:

- As part of the International Cross Border Electricity Trading Conference, HPEP will encourage experienced women professionals, managers and directors interested in accelerating their careers not only participate but make presentations, reports and statements, (relevant topics will be suggested and assistance provided in preparation of the selected; presentations) encourage their active involvement in the Q&A sessions at the International Electricity Trading Conference.
- Arrange the student conference at the Georgian Technical University (GTU) inspiring young female students to enhance their capabilities, through educational and training opportunities, provide them with the knowledge and mindset to increase their promotional opportunities and overcome the barriers. A number of barriers for fuller involvement of women are cited and expressed by experts. These barriers are linked to the state policy, society and women themselves:
 - Downplaying the situation with gender inequality in the country. The notion that gender equality is not an important for the country issue is shared by the majority of the population and is revealed in formal compliance or even evasion of international obligations by the state.
 - Cultural stereotypes restricting women's leadership;
 - Lack of women's motivation;
 - Little capacity of women to be leaders;
 - Lack of time, due to family burden;
- Propose the outline of the gender related issues to the employees of Georgian Energy Sector Stakeholders (MoE, MO, GNERC and GSE). Tailor a capacity building program for the HPEP women staff that will increase their project management skills and seek out opportunities to promote women's

leadership and participation. Effective leaders tend to be inspirational, visionary, and serve as positive role models for their followers. But the very best leaders also care sincerely about their followers, their well-being and their personal development. Leaders also empower followers and encourage them to be creative and to take initiative.

4. Schedule round tables related to Gender Issues for the Energy Sector organizations. The purpose of the events is to bring together the energy sector entities' employees to share views and experience of female staff, exchange ideas and highlight female role models in the energy sector. Since this sector tends to be dominated by men and is traditionally seen as men's work, and less consideration has been given to ensuring female empowerment, it can be useful to discuss jointly regarding increasing women's participation in the sector and reduction of gender gaps (According to Gender Gap ranking of the World Economic Forum among 134 countries Georgia stands at 88 [The Global Gender Gap, 2010]).

2.3 Presentation on Gender Issues



As a part of capacity building program for the HPEP women staff, a presentation was provided on October 15, 2013. The purpose of this event was to help demonstrate to the female staff members how to increase their knowledge about gender concepts and tools for including gender in the development strategy for the project, provide practical tools and approaches for mobilizing relevant stakeholders while recognizing the importance of female involvement in decision-making, and strengthening female confidence for a more effective service delivery.

In addition, gender equality was defined as equal access to and control of resources and benefits, equal participation in decision making and equality under law for men and women. This event helped HPEP understand how it could help Georgian Energy Sector Stakeholders to deal with gender related issues and outline gender development plan

References

Draft State National Action Plan (2013);

USAID Gender Equality and Female Empowerment Policy, (2012);

Sumbadze N. (2008). Gender and Society: Georgia;

*The Global Gender Gap (2010) Report by R. Hausmann., L.D.Tyson., & S.Zahidi.
World Economic Forum;*

Attached is the Presentation on Gender Issues presented to HPEP staff

3.0 APPENDIX A- PRESENTATION



MAIN GOALS

HPEP will strive to address gender issues through:

- 1 Highlight successful women leaders in public events in order to encourage more women to work in energy sector
- 2 Support young female students to enhance their capabilities through educational and training opportunities, Effective young leaders actually hone their skills through workshops and training program
- 3 Encourage women to voice-up their concerns



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MAIN ACTIVITIES

- Organize the International Cross Border Electricity Trading Conference,
- Arrange student conference at the Georgian Technical University.
- Propose and assist gender development plan for Georgian Energy Sector Stakeholders.
- Tailor a leaders' support program for the top women leaders
- Tailor a capacity building program for the HPEP women staff



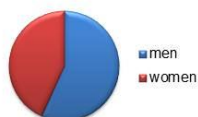
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GENDER DISTRIBUTION IN THE STATE ENERGY AGENCIES

- Gender distribution in the State energy agencies is as follows:

GNERC 59 men, 45 women (43%)



GSE 1168 men, 228 women (20%)



MoE 46 men, 46 women (50%)



ESCO 32 men, 32 women (50%)





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LEGISLATION AND STATE MACHINERY

Gender equality is mainly warranted by:

- The Georgian Constitution.
- Law on Gender Equality
- Gender Equality Advisory Council under the Parliament Speaker



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ASSISTANCE TO THE STAKEHOLDERS

Gender development plan should be proposed to the following Georgian Energy Sector Stakeholders:

- Ministry of Energy (MoE),
- Electricity System Commercial Operator (ESCO),
- Georgian National Energy and Water Supply Regulatory Commission (GNERC),
- Georgian State Electrosystem (GSE).



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SPEED THE CHANGE

For promotion equality, policy is to be implemented through:

Providing legislative mechanisms,

Conducting public awareness campaigns

Providing the exposure of successful women in less traditional for their gender activity spheres,

Introducing special education measures targeting at children of all ages.



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SUMMING UP AND LOOKING FORWARD

- Where are the knowledge gaps and what are the burning issues?
- Moving forward

USAID Hydro Power and Energy Planning Project (USAID-HPEP)

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